

May 12, 2011

LaVerne Washington
President
Confidential Employees' Organization, AFSCME Local 101
c/o City Attorney's Office

RE: City's Last, Best, and Final Offer

Dear LaVerne:

We appreciate the hard work demonstrated by the Confidential Employees' Organization, AFSCME Local 101 (CEO) during the 2011 negotiations for a successor Memorandum of Agreement (MOA). Both the City and CEO have each put forth a tremendous amount of time and effort towards these negotiations. We began the negotiations in January 2011, met approximately eleven (11) times, and engaged in the mediation process on May 2, 2011, and May 12, 2011.

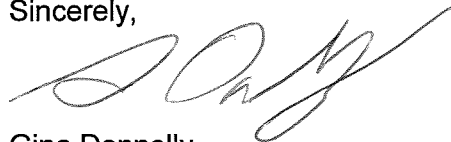
Unfortunately, despite these efforts, we were unable to reach an agreement.

Therefore, we are providing you with the City's alternate Last, Best, and Final proposals. As you will see, the City is open to either a one-year or a two-year agreement with slightly different parameters in each. It is the City's intent that the savings from either of these proposals would be used to preserve services and jobs that would otherwise be eliminated in Fiscal Year 2011-2012. Though both of these proposals help the City address its \$115 million deficit, neither of these proposals guarantee that there will not be layoffs in Fiscal Year 2011-2012.

If CEO does not accept either of the City's offers, it is our intent to take the one-year Last, Best, and Final Offer for City Council approval in open session on May 31, 2011. Please let us know by May 24, 2011.

Please let me know if you have any questions.

Sincerely,



Gina Donnelly
Deputy Director of Employee Relations

Enclosure

c: Charles Allen, AFSCME Business Representative